

**College of Business Administration**  
Budget Steering Committee

Meeting Date: July 20, 2006

Time: 2:30

Location: Admin 2-67

Adjourn: 3:45

Members Present: Jose Cordova, Aleecia Hibbets, Donna Luse, Keith Parker, Tammy Parker, Bruce Walker, Ron Berry

Members absent: Stanley Williamson, excused

Meeting was called to order at 2:30

Minutes from the 7-13-06 meeting were approved.

1. Dean Berry shared Provost Richters' positive response to the committee's request for more budget autonomy.
2. The Committee discussed the faculty pay plan.

Initial discussion focused on equity adjustments. The committee felt equity raises should be a component of the faculty pay plan. Multiple sources of data should be gathered to determine target figures. Suggestions for sources included CUPA, SREB, ULS Board, and a study by Oklahoma State. Target should be fair for each discipline in the college. The Committee recommended equity adjustments should be based on percentages. For example, if Professor A is 10,000 away from the target figure and Professor B is 5,000 away from the target figure and a 5% adjustment was used, Professor A would receive a \$500 equity adjustment and Professor B would receive a \$250 adjustment. It is hoped that this approach will help with internal as well as external inequities.

In regards to merit, committee members recommended using faculty evaluation scores from the 2005-2006 review cycle. Scores would be multiplied by weights that faculty agree upon with their faculty chair. The weighted averages would be normalized by department. Each eligible faculty member would be assigned a merit raise by multiplying the normalized score by the raise percentage. For example, if the merit raise percentage is 5% and professor A's normalized score is 1.2, their merit raise percentage would be 6%.

3. The Committee discussed allocating a maximum of 50% of the pool for equity adjustments leaving a minimum of 50% for merit.

The next meeting will be on Tuesday, August 1, at 2:30 in the CBA Conference Room.